

430.90**State of Iowa Equal Opportunity, Affirmative Action, Anti-Discrimination and Substance Abuse Policies**

Introduction	All state employees are required to sign an acknowledgment of notice verifying receipt of the State of Iowa equal opportunity, affirmative action, anti-discrimination and substance abuse policies of the State of Iowa.
State of Iowa Employee Handbook	The equal opportunity, affirmative action, anti-discrimination and substance abuse policies are located in the State of Iowa Employee Handbook. The handbook can be obtained through the Iowa Department of Administrative Service's website at http://das.hre.iowa.gov/documents/publications/employee_handbook.pdf .

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